

SANTAMARIA AFFIDAVIT
EXHIBIT Q
PLAINTIFF'S DEPOSITION
PP 90-92

1

JANKOUSKY

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2 information, that you received from Donna
3 Hutchinson, was an inquiry made as to how long
4 this behavior had been going on?

5 A Yes.

6 Q And how long?

7 A It had been going on since August
8 of 2006.

9 Q Did this come to the attention of
10 Paul Santamaria?

11 A Yes.

12 Q How did it come to the attention of
13 Paul Santamaria?

14 A I don't know. I don't remember.

15 Q What did Paul Santamaria say about
16 this situation?

17 A I don't recall how he learned about
18 it, but he questioned me about what we had
19 done to take care of this issue.

20 Q Was it reasonable for him to
21 request of you what you had done to deal with
22 the issue?

23 MS. GOODELL: Objection to the form
24 of the question.

25 A Yes.

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Q Did you respond to that inquiry

3

about what you had done?

4

A Yes.

5

Q What did you tell him?

6

A I told him that we had met with

7

them and that we had told them how serious

8

this was and it should not be done. It was

9

not right and don't do it anymore.

10

Q Was Mr. Santamaria satisfied with

11

that response?

12

A No.

13

Q And why not?

14

MS. GOODELL: Objection to the form

15

of the question.

16

Q Well, do you know why not?

17

A No.

18

Q He didn't tell you?

19

A Why he wasn't satisfied?

20

Q Yes.

21

Did he say that's not good enough,

22

or you should have done this?

23

A Well, he wanted them on written

24

warning, and he told me that I should have put

25

them out of the incentive compensation program

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for referrals.

3

Q Was he right about that, that they

4

should have been removed from the program?

5

A Yes.

6

MS. GOODELL: Objection to the form

7

of the question.

8

Q And after he told you that, did you

9

remove them?

10

A Yes.

11

Q Were these people given written

12

warnings then after your discussion with Paul

13

or not?

14

A Yes.

15

Q Did you disagree with

16

Mr. Santamaria on that issue?

17

A Do you mean to his face?

18

Q No. Well, first that.

19

Did you tell him that I don't think

20

a written warning is warranted in words or

21

substance and they should only get a verbal;

22

did you tell him that?

23

A No.

24

Q Did you believe the written warning

25

was too harsh?